

# Implementing the Joint Mental Health Task Force Recommendations

@PSPC



In 2015, the President of the Treasury Board and the Public Service Alliance of Canada established a Joint Task Force to discuss how to support psychological health in federal government workplaces. They recommended that departments:



Adopt a Common Vision



Identify Champions



Establish Governance



Create a broad working group of stakeholders and subject matter experts



Develop a Joint Union-Management Communication Strategy



Deliver Training and Services



Evaluate Impacts

## We're putting recommendations into ACTION



Vision co-signed by DMs and Union Presidents at Mental Health Week launch

Created the Workplace Well-Being Directorate, uniting the Employee and Organization Assistance Program (EOAP), Office of Workplace Conflict Management, Disability Management Program, Duty to Accommodate and Values & Ethics



Approved governance and Champions selection strategy.

Engaged employees in the process of appointing the Employer Champion



## Our Shared Vision

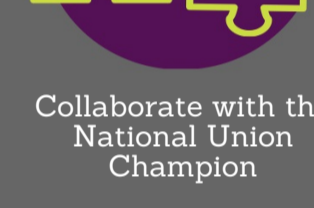
"Public Services and Procurement Canada and its unions commit to the shared vision that we will create a culture that enshrines psychological health, safety and well-being in all aspects of the workplace through collaboration, inclusivity and respect. This obligation belongs to every individual in the workplace."



## Our Employer Champion

Do you want to make a difference in the Department's overall workplace well-being? Then consider becoming the National Employer Champion for Mental Health here at PSPC. Our department is now seeking applications for this champion role, and we encourage all those who are interested to apply. Know someone who might make an excellent champion? Then take a moment to apply for this unique opportunity or to nominate a colleague!

## We Asked Employees



Collaborate with the National Union Champion



Co-chair the Psychological Health and Safety Working Group



Advocate for mental health in the Department



Develop and promote programs and policies that support psychological health and safety in the workplace

We will have two co-champions: one representing PSPC and one representing the union side. We expect them to be named in December 2016.



## We offer many workshops...

Effective Workplace Relationships

Resiliency: Thriving in Today's World

Well-being through Mindfulness: A practical introduction

Mental Health issues in the Workplace



## AND...

we offer tailored group workshops for management meetings, all-staff meetings and for external meetings like the Canada School of Public Service.

## Did You Know?

In 2015-2016, PSPC offered 190 workshops to 4015 participants. That's 539 more employees and 42 more workshops than last year!



We continue implementing the recommendations and will be measuring the impact of our work as we move forward.

So far, we've seen senior management engagement towards a respectful workplace and excellent collaboration between employer and unions.



Other organizations should consider the unions; identifying co-champions from both the employer and union sides and engaging departmental networks (i.e. Visible Minorities and Managers) to deliver workshops and promote services.

## Next Steps...



Champions selected



Ask branches and regions to engage in identifying their own champions



First meeting of the Psychological Health & Safety Working Group



"The sessions I attended this week were excellent ... I spoke to a lot of people, and I really think it was a great start. It certainly allowed them to vent, and it permitted them to open their minds about the way they learn and about the importance of communication. A great first step."



Beverly-Ann Babin  
Department Liaison Officer  
Public Service Pay Centre